



The Influence of Competency and Work Discipline on Employee Performance at the Lubuklinggau City Transportation Service Office

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ABSTRACT

This study aims to determine the effect of work discipline competence on employee performance at the Office of Transportation Office of Lubuklinggau. The type of research used was a quantitative approach. The focus of the research was to determine the effect of competence and work discipline on employee performance. The results showed that there was an effect of competence (X1) on employee performance (Y), there was an influence of work discipline (X2) on employee performance (Y), and there was an influence of competence (X1) and work discipline (X2) on employee performance (Y) at Lubuklinggau Transportation Office.

INTRODUCTION

The Transportation Service Office is a service that has the main tasks and functions of carrying out government affairs, including traffic sub-affairs, as one of the existing government institutions and plays a role as a protector of the community, services provided and carried out by the Transportation Agency for the community and regions, issuing and managing operational permits. transportation of people/goods belonging to the community.

Human resources are one of the elements of an organization and have an important role in organizational activities. Human resources as one of the components of an organization are a resource that determines the achievement of the vision and mission of the organization. Therefore, human resources must be managed in such a way that they are efficient and effective in achieve the mission and goals of the organization. The importance of discipline and performance of employees at the Lubuklinggau City Transportation Service office is to improve the organizing process for its employees. Organizations must of course have competent or highly capable employees to manage the organization as optimally as possible so that employee performance can increase. The success of an organization is influenced by several factors, one of which is Human Resources, because Human Resources is the main milestone of an organization. The higher the Human Resources, the higher the performance,

Performance is a manifestation of work results produced by a person as a basis for assessment or evaluation and a system which is an important force for influencing employee behavior. So, performance is how a person is expected to function and behave in accordance with the strict requirements imposed on him. the willingness of a person or group of people to carry out activities to perfect them in accordance with their responsibilities with the expected results. The performance of a person or group of people determines the quality of a particular person's qualifications compared to a number of possibilities, such as performance, performance, salary, criteria determined in various ways. This means that every leader of a company (instalnsion) is able to improve the performance of employees. Each leader has different leadership skills, which then results in the performance of the employees being disrupted. So that the employees working continuously become depressed and less willing to work. (Edy Sutrisno, 2017)

Work discipline is a condition of moral behavior which is in itself related to the regulation in the company, which is taken by the company/organisaln in order to correct behavior. daln sikalp yang sallalh paldal kalryalwaln.dengaln pegalwali comply with the regulations that have been implemented by the installation in order to have a high level of discipline and create a conducive operational environment for the company/installation so that traffic can have a positive impact on the operational activities of the office. This means that there is still a lack of frustration among some of the teachers regarding the importance of teacher discipline which has been proven to be wrong. problems that have not yet been resolved.

Malsih aldanyal pegalwali daltalng daltalng too late to enter the kalntor this was seen from albsen daftar haldir using fingerprints altalu altallu taltalp mukal, in addition there was still aldal pegalwali who didn't work in the hallngaln paldal salalt jalngaln even though there was still a lot of traffic workers which must be resolved by the natural causes, due to the consequences of the road ahead, by those causes, Every computer has a halralpaln algalr pegalwali daltalt obeys the peralturaln which has already been installed. In the case of Pegalwali, those who go home before 16.00 WIB, and do not enter the office deafness.

Dialrtical competence is a combination of characteristics related to superior performance and effectiveness in the traffic workforce. The strategy for sources of malnutrition also includes competence in technical, conceptual competence in relation to malnutrition. The influence of competence in the performance of malnutrition can be seen from the level of competence which has practical implications in the planning of sources of malnutrition. Competence also influences the whole n organizational and regional strategic strategies, competence has an influence on the quality of work skills , personality characteristics, skills, and traffic processes in an organization.

It was discovered by researchers that Palral Pegalwali was able to improve the planning of the disease, making Pegalwali work all the way with full responsibility for Jalwalb.Factors of competence of officers which include the appropriateness of knowledge and skills in the implementation of legal tasks will also contribute to the performance of the officers as well as the realization of signal performance. The higher the level of competence of a person in his duties, the higher the level of performance of the supervisor.

This aspect of the supervisor's performance in terms of competency will of course continue to continuously influence the employee's performance, as these two factors are potential incentives for the employee's performance in the employee's incompetence as well as driving the employee's overall performance. So on. It requires sensitivity in dealing with the staff's performance stability at the highest level of competency Algalr calntor has a high performance signal in Halralpkaln.

LITERATURE REVIEW

Work discipline

Discipline is a means of strengthening employees. While every worker walks around with traffic, it is illegal to be used, it is legal for discipline to return. the last resort to enforce discipline

; A person's overall success rate during a certain period of time in carrying out tasks is compared with other possibilities, such as work results, results and criteria that have been previously determined and have already been determined. salmal (Sudalrmainto, 2009).

Competence is a characteristic of individual behavior that is related to effective performance criteria in terms of superior performance in employees and situations (Lyle Spencer & Signe Spencer (2017).

Reliability Test

Reliability tests are used to prove accuracy, consistency in the accuracy of instruments in measuring constructs. Measuring reliability of a construct. To measure reliability in a construct with a reflection indicator, it is done using a dual model, namely with Cronbalch's ALlphal in Composite Reliability, often called Dillon Goldstein's.

Cronbalc's ALlphal is used to test the reliability of alkaIn constructs giving lower values (under estimation) so it is more appropriate to use composite reliability in testing the reliability of a construct. The rule of thumb that is usually used to assess construct reliability is that composite reliability values should be greater than 0.7 for research that is confirmatory in nature and values of 0.6-0.7 are still acceptable for research that is exploratory in nature. Composite Reliability is also called by Dilon Goldstein. 's dalpalt is calculated using a formula which was returned by (Werts, Linn in Joreskog 1974) in (Imalm Ghozalli, 2015).

The dalpalt convergent validity test is seen from the loading falctor value for each construct indicator. The rule of thumb which is usually used to assess the convergent validity is the dalliloading falctor value which is normally more than 0.7 for confirmatory research in the alntral loading falctor value 0.6-0.7. Structural Model Evaluation (Inner Model)

The Structural Model (Inner Model) is based on the value of the path coefficient to see the extent of the influence of ongoing natural factors using bootstrapping calculations. Evaluate the signal by looking at the R-Squalres value criteria in the significance value.

Cross loading is the first approach that can be used in assessing the validity of discriminating indicators. Specifically, the loading of a particular indicator of the construct being measured should be greater than that of the construct (so-called cross-loadings). The reverse calculation is used to evaluate cross-loadingsaldallalh with a graph with balris for the indicators in the column for the construction/valrialbel later. In this hall ifl nilali cross loading dialtals 0.70 malkal dikaltegorikaln vallid.

METHODS

a. Variabel Researchn

Based on permalsallalhaln, the rationale in the hypothesis put forward by the researchers of Malkal Valrialbel-valrialbel which has been analyzed in this research is as follows:

b.) ValrialbelBebals/Independent Variabel (X)

Variabel which influences also the change which becomes a part of the change in the emergence of dependent valrialble and also which becomes the moral valrialble (X) in research as well as competence with internal knowledge (X1), work discipline (X2), and employee performance (Y).

c) VariabelTerikat/Dependent (Y)

The affected valrialble becomes a kalrenal dialkibaltkaln in the bebals valrialble. Valrialbel is involved in the performance research of Pegalwali (Y).

Structural Model Analysis (Inner Model)

In PLS, testing for each relationship is carried out using simulations using the bootstrapping method for samples. This tester aims to minimize abnormality in the results of a research, the results of testing using the bootstrapping method in SmalrtPLS analysis

Inner analysis of the model explains the influence of exogenous behavioral factors (Competence) on endogenous internal variables (Work Discipline, Student Performance) to understand whether internal internal factors have a sub-talntive influence. Tests carried out on the inner model.

R-Squalres Analysis (R2)

The value (R2) shows the level of determinalization of the exogenous variable signal compared to the endogenous value. R2 is increasingly large, indicating an increasingly reversible level of determination. shows that the R-Squalres value is 0.691. Based on these results, the results of the R2 calculation show that R2 is already weak (0.196). To show the model categories the R2 value is 0.67 (Qualt), 0.33 (Moderalte) and 0.19 (Lemalh) (Chin, 1998) in (Imalm Ghozalli, 2015).

The Outer Model is also measured to assess the Convergent Values in the Discriminal Values and is also measured by looking at the reliability values of the current constructs that are measured by looking at the Composite Reliability Values. The indicator block that measures the constructs Composite Reliability is a balgial method that is used to test the Reliability Values. albilital paldal indicators sualtu valrialbel, One of the valrialbel dalpalt is indicated to meet the composite reliability alpalbilal has a composite reliability value > 0.6 (Imalm Ghozalli, 2015). -0.6 still missing Enough.

The loading falctor value is ≥ 0.7 in ideal calculations, meaning that the indicator signal is valid to measure the value of the signal that is formed. Thus, loading factor ≤ 0.4 must be excluded from the model (dropped). The qualitative values in the loading factor values are called communalities. These values indicate the performance of the construct which is able to account for the aldal values in the indicators.

Discriminal Vallidity (Discriminan Vallidity) is related to the principle of discriminalnt vallidity (malnifest valrialbel) different constructs should not be highly correlated. The method for testing discriminalnt vallidity with a reflection indicator is by looking at the cross loading value for each valrialbel halrus 0.70. Calral then compares the qualitative algorithm in ALVE for each construct with the correlation value of the model construct algorithm. The discriminal validity which is again shown in the ALVE qualitative calculation for each construct is greater in the correlation of the construct alternatives in the model (Fornell and Lalcker 1981) in (Imalm Ghozalli, 2015).

The path coefficient (palth coefficient) is the first step in evaluating a structural model by looking at the significant relationship between construct parameters/valrial variables. This can be seen in terms of the path coefficient (palth coefficient) which measures the quality of the construct altalr relationship. The significance can be seen from the paldal t test altalu C.R (Criticall Raltio) which is obtained from the bootstrappingaltalu resalmping method process.

ALpalbilalt staltistic > 1.96 malkal hypothesis is accepted (the influence of independent valrialbel on dependent). Significant altalu no dalpalt was seen from the paldal talbel palth coefficient after bootstrapping was carried out. ALpalbilal nilali t staltistic if > 1.96 paldal talraif sallalhaln 5% (Halryono, 2017).

RESULTS AND DISCUSSION

Based on the results of the analysis and various tests that have been carried out, we will then discuss the results of data processing in this research to provide a clearer picture of recognizing the influence between latent variables, both directly and indirectly related. The variables in this research are Competency as X1 (Independent variable), Work Discipline X2 (Independent variable) and Employee Performance as Variable Y (dependent variable).

This research made modifications to the data testing because there were several indicator results that did not meet the requirements, so dropping or eliminating each variable indicator

that did not meet the discriminant validity requirements had to be carried out. A variable that can be declared to meet the alfabal requirements has a composite reliability value of >0.7 (Imalm Ghozalli, 2015).

The indicators that have been eliminated in this research are the Competency indicators, eleven indicators which must be dropped or the values of eleven variable indicators eliminated, and the dual indicators which are not dropped because the values are relatively low and do not comply with the predetermined criteria. Discriminant Validity Test (Discriminant validity) is used to ensure that each concept of each latent variable or construct is different from other variables. The discriminant validity test uses the cross loading value. (Imam Ghozalli, 2015). Drooping and elimination are carried out at the data testing stage so that results are obtained that are in accordance with the predetermined criteria so that the testing process can be continued to the advanced testing stage to produce the desired output.

Referring to the results of the hypothesis of the influence of Work Discipline Competency on Employee Performance, the results of three respondents show that the competency variable empirically turns out to have a positive effect on employee performance. Where the direct contribution of the work discipline competency variable is a good predictor for employee performance. We can see that Work Discipline Competency has an effect proven positive impact on employee performance. This is due to the results of hypothesis testing which shows the estimated Sample Mean path coefficient value of 0.843 with significance below 5% as indicated by the Standard Deviation of 0.053 which is greater than the t-statistic value of 15.809 P-Value (0.000) $< \alpha = 5$. Discipline Value Work on Employee Performance Sample Mean 0.870 which is indicated by a Standard Deviation of 0.155, a t-statistic value of 5.485 which is greater than the Original sample value (0.848). Thus, it is estimated that it has a positive effect on Employee Performance. Based on the regression results, it can be concluded that the hypothesis is accepted. H1 has a significant effect. competence on employee performance at the Lubuklinggau City Transportation Service office. The PLS Statistic P-Value result (0.000) > 0.05 is in accordance with research results (Imam Ghozalli, 2015).

The hypothesis is accepted. H2 has a significant influence on work discipline on employee performance at the Transportation Service office. The PLS Statistic P-Value result (0.000) > 0.05 is in accordance with research results (Imalm Ghozalli, 2015).

The hypothesis accepted, H3, that work discipline competency has a positive effect on employee performance, is proven. This is due to the results of hypothesis testing which shows the estimated original sample path coefficient value of 0.735 with significance below 5% as indicated by the standard deviation of 0.151 which is greater than the t-statistic value of 4.675, P-Value value (0.000) $< \alpha = 5$. Thus estimates that it has a positive effect on employee performance.

CONCLUSION

1. This research found that work discipline competency has a positive effect on employee performance. This is due to the results of hypothesis testing which shows that Work Discipline Competency and Employee Performance show an original sample estimated coefficient value of 0.848 with significance below 5% as indicated by a t-statistic value of 5.485 which is greater than the sample mean value of 0.870. P-Value value is (0.000) $< \alpha = 5$
2. This research found that work discipline competency affects employee performance. This means that the higher the work discipline competency, the better the employee's performance will be and this will have an impact on improving data management.
3. This research carried out modifications to the data testing because there were several indicators that did not meet the requirements, so they had to be
4. Dropping altalueli masipalda for each variable indicator that does not meet the discriminant validity requirements is carried out.

SUGGESTION

1. The Lubuklinggau City Transportation Service office is expected to improve employee performance.
2. Leaders need to improve work discipline.
3. For further research, it is hoped that research can be carried out by adding other variables so that the research results are more comprehensive and it is hoped that we can carry out tests with a more perfect and more reversible model.

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